

Appendix Exhibit 26

SEP-27-04 15:28 FROM: AFSCME DC 85

ID: 8144328393

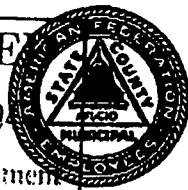
PAGE 2/2



COUNCIL 13
**AMERICAN FEDERATION OF STATE, COUNTY
 AND MUNICIPAL EMPLOYEES, AFL-CIO**

RECEIVE

SEP 27 2004

Personnel Department
County of Erie**GRIEVANCE FORM**

(Type or print information, filling in all blanks.)

District Council 85 Local Union 2666 _____

Grievant (s) Abby Conley Social Security No. 527-47-4622

Employer County of Erie

Department Children and Youth Job Title Child Welfare Aide

Supervisor Susan Deveney Work Location OCY

VIOLATION*****
AMENDED GRIEVANCEArticle # 22Section # 22.1

STATEMENT BY GRIEVANT OR UNION

On September 10, 2004, Grievant was coerced into signing a letter of resignation (attached) from her position as a Child Welfare Aide in Erie County. This action amounted to a Constructive Discharge. Employer indicated that Grievant could face criminal charges if she refused to sign resignation letter. This is a clear violation of Article 22, Section 22.1 which states in part "...the Employer shall not demote, suspend, discharge or take disciplinary action against any employee without just cause...".

RELIEF OR REMEDY SOUGHT

Immediately return Grievant to her position in Erie County with full back pay, benefits and seniority.

EXHIBIT

App. Ex. 26

Tables

Steward Signature

Date

and/or

Employee Signature

Date

UNION

Steward Signature

Date

and/or

Employee Signature

Date

UNION

Steward Signature

Date

and/or

Employee Signature

Date

UNION